

Justification of Uncontrollable and Related Changes: USPP

Uncontrollable Cost Component	2003 Estimate	2004 Change
Additional Cost of January Pay Raises		
1 Pay Raises		
Pay and benefit costs for GS-series employees and associated pay rate changes for employees in other pay series		
1. 2003 pay raise	NA	125
1st quarter FY 2004 based on January 2003 increase of 3.1%		
Amount of pay raise absorbed		[146]
2. 2004 pay raise	NA	241
Last three quarters of FY 2004 based on projected January 2004 increase of 2.0%		
Amount of pay raise absorbed		[283]
SUBTOTAL, Pay Raise	NA	366
Other Uncontrollable Cost Changes		
2 One Additional Payday	NA	61
This adjustment reflects the added costs resulting from the fact that there is one more payday in FY 2004 than in FY 2003.		
Amount absorbed for additional payday		[72]
3 Employer Share of Federal Health Benefit Plans	NA	113
The adjustment is for changes in the Federal government's share of the cost of health insurance coverage for Federal employees.		
SUBTOTAL, Other Uncontrollable Cost Changes	NA	174
TOTAL, All USPP Uncontrollable Cost Changes	NA	540